FINAL SYNOPSIS OF THE Ph.D. THESIS

"IMPACTS OF YOGA THERAPY FOR THE OCCUPATIONAL STRESS, BURNOUT AND WELL-BEING AMONG BANK EMPLOYEES".

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Chapter -1
INTRODUCTION

" The soldier who sustains wounds in battle, the mother who worries about her soldier son, the gambler who watches the races—and even the horse and jockey he bet on…the beggar who suffers from hunger and the glutton who overeats, the shopkeeper with his constant fears of bankruptcy and the millionaire struggling for yet another million…the housewife who tries to keep her children out of trouble, the child who scalds himself—and especially the particular cells of the skin over which he spilled the boiling water, they too are under stress"(Hans Selye, 1984)

Stress, a pervasive phenomenon affecting individuals across all walks of modern life, is a concept that has garnered significant attention. Dr. Hans Selye's exploration of stress, detailed in his book "Stress of Life," introduced the General Adaptation Syndrome theory. This theory elucidates the psychosomatic responses that individuals undergo in the face of stressful situations. The tri-phasic nature of this experience encompasses the stages of alarm, adjustment, and exhaustion in response to stressors. Stress-related disorders have become a focal point of clinical attention due to their potential to trigger and exacerbate various psychosomatic diseases.

Occupational stress stands out as a particularly concerning global issue, impacting workplaces across nations. Extensive research delving into occupational stress underscores that the banking sector, among others, stands as a prime domain where employees experience elevated stress levels. This connection between stress and occupational stress is notable, as the banking sector emerges as one of the environments characterized by intensified stress levels. Recognizing the distinctive challenges posed by the sector, it becomes crucial to address and manage occupational stress to mitigate its detrimental impact on employee well-being and overall organizational functioning.(Giorgi et al., 2017)

Work-related stress has garnered significant attention from global organizations, notably the World Health Organization (WHO) and the International Labour Organization (ILO). These entities express profound concerns over the mounting levels of work-induced stress and its potential repercussions for individuals and enterprises alike. The WHO has aptly labeled work-related stress as a global epidemic, underscoring its detrimental impact on both mental and physical well-being.(Leka Stavroula & Griffiths A, 2003) In contrast, the ILO emphasizes the

economic fallout of work stress, ranging from diminished productivity and heightened absenteeism to escalated healthcare expenses.(Giga & Hoel, 2003)

The ramifications of unchecked work stress extend beyond personal health to encompass wider societal and economic spheres. At an individual level, excessive work stress can precipitate burnout, anxiety disorders, and even cardiovascular ailments (Maslach & Goldberg, 1998).The fallout includes reduced job satisfaction, strained interpersonal dynamics, and a decline in overall quality of life. Organizations, too, bear the brunt, grappling with compromised efficiency, elevated turnover rates, and a disarrayed work atmosphere. This cascade of negative consequences adversely impacts both individual potential and organizational cohesion.(Mishra & Kapoor, 2019)

Given the gravity of these concerns and their far-reaching implications, addressing work stress becomes an imperative task. Interventions that prioritize employee well-being, such as stress management programs and wellness initiatives, emerge as pivotal facets of a comprehensive approach(Wijnen et al., 2020). The WHO emphasizes the need for comprehensive strategies to prevent and manage workplace stress. Recognizing that stress can contribute to the development of chronic diseases, mental health disorders, and reduced overall functioning, the organization underscores the importance of creating supportive work environments. The strategic amalgamation of tactics endorsed by the WHO and the ILO lays the foundation for cultivating a healthier, more productive workforce. Such initiatives not only bolster individual well-being but also fortify organizational growth and success.

The Indian banking sector offers a plethora of career opportunities that span diverse roles and responsibilities. From front-line customer service to financial analysis and management, the sector attracts professionals seeking growth and stability. However, these career opportunities are not without challenges. The banking industry presents its workforce with a unique set of demands, including long working hours, performance pressure, rapidly evolving technology, and strict regulatory compliance(De Souza et al., 2002).

In the contemporary banking sector, the challenges and demands placed on healthcare and the subsequent economic burden on banks cannot be overlooked. The relentless pressure to meet

financial targets, navigate complex regulations, and adapt to technological advancements creates a high-stress environment for bank employees.(Michailidis & Georgiou, 2005)

These challenges can potentially lead to detrimental concerns in the workplace, such as occupational stress, burnout, and a range of physical and mental health issues and even lifestyle diseases, driving up healthcare costs and diminishing productivity. The economic consequences, including increased absenteeism and high turnover rates, underscore the urgent need for holistic solutions to safeguard both employee well-being and the financial health of banks.(Parker & DeCotiis, 1983)

Occupational stress and burnout stand as critical concerns in modern work environments. It is often resulting from the demands and pressures of the job, can manifest as a range of physiological, psychological, and behavioural responses Burnout, a specific form of occupational stress, is characterized by emotional exhaustion, depersonalization, and a decreased sense of personal accomplishment(Dias & Angélico, 2018).

Recognizing the importance of a healthy workforce, banks have begun focusing on preventive measures and health promotion initiatives. To address the issue of work stress, sustainable measures of stress management have gained prominence. These encompass fostering a supportive work environment, promoting work-life balance, and implementing stress reduction programs. Interventions, such as mindfulness sessions, counselling services, and wellness workshops, are increasingly being integrated into the workplace to provide employees with tools to manage stress, enhance well-being, and maintain optimal health(Duchemin et al., 2015).

The ancient wisdom of yoga emerges as a potent remedy in the realm of stress management and well-being enhancement, seamlessly integrating principles and practices that inherently foster positive physical and mental health(Dasgupta S.N, 1979). This age-old psychosomatic discipline takes on contemporary significance within the realm of yoga therapy—a natural healthcare avenue primed for efficacious stress management within the dynamic workplace environment(Gura Taylor, 2002). The infusion of yoga therapy engenders a sense of equilibrium amidst the workforce, thereby augmenting overall productivity. Pivotal in this regard are on-site yoga sessions, instrumental in counteracting job burnout and nurturing participants' subjective well-being(Saha et al., 2014).

Evidenced by the domain of Yoga research, evidence-based practice assumes a distinguished role, meticulously unravelling the manifold health benefits that Yoga proffers. This endeavour not only enriches individual well-being but also presents an invaluable opportunity to fortify the global healthcare landscape through a sustainable therapeutic model. The convergence of timeless yogic practices with contemporary insights transmutes Yoga therapy beyond the confines of a stress management tool, positioning it as a stalwart supporter across the broader spectrum of healthcare, encompassing workplace wellness as well(Field, 2011).

In this holistic context, therapeutic essence of Yoga emerges as a powerful panacea. Its foundational elements—mindfulness, breath control, and holistic well-being—imbue individuals with potent tools for tackling prevailing challenges. By instilling emotional resilience, fostering self-awareness, and regulating stress responses, yoga empowers employees to navigate the rigorous banking milieu with grace. The physical postures of yoga counteract the strains of sedentary work, while its meditation and relaxation techniques catalyse mental clarity, emotional equilibrium, and reduced anxiety—a trifecta essential for enduring well-being(Krishna Bhat Dr, 2006).

Embracing **y**oga within the banking sector represents a proactive approach, effectively mitigating health challenges while simultaneously alleviating economic burdens. Yoga equips individuals with tools for effective work stress management, burnout prevention, and the enhancement of subjective well-being. The integration of yoga not only forestalls burnout but also fosters a positive work culture that reveres health and equilibrium. As antiquity's wisdom converges with contemporary demands, the banking sector possesses an unprecedented opportunity to harness yoga's transformative potential. In doing so, it not only forges a workforce that thrives amidst challenges but also perpetuates optimal well-being, thereby bolstering industry resilience and success(Ofei-Dodoo et al., 2020).

These initiatives not only contribute to the overall health and productivity of bank employees but also align with the industry's efforts to create a sustainable, thriving workforce capable of navigating the challenges of the dynamic banking sector.

Yoga is a universal practical discipline that transcends cultural, geographical, and spiritual boundaries. It encompasses a holistic approach to nurturing physical, mental, and spiritual well-

being resonating deeply with ethical preparation for a balanced life. Through its diverse components, yoga cultivates a holistic transformation. The practice begins with disciplining the body through asanas, or postures, which build physical endurance and strength. This foundation extends to the regulation of breath through pranayama, allowing individuals to not only survive but thrive by harnessing the power of breath. As yoga progresses, it delves into the art of disciplining the senses through pratyahara, guiding practitioners to detach from external stimuli and find inner harmony(Satyananda, 2004).

The mental facet of yoga is equally profound. Concentration and meditation are integral disciplines that refine the mind's focus and clarity. This process enables practitioners to traverse the inner landscape, fostering a deeper connection between mind, body, and spirit. The amalgamation of these disciplines harmonizes the individual's psychosomatic aspects, creating a holistic sense of well-being(Khalsa et al., 2018).

Yoga's ancient roots trace back through time, positioning it as one of the most enduring and comprehensive psychosomatic trainings known to humanity. Its integration of physical, mental, and spiritual practices makes it a versatile tool for cultivating overall health and vitality. By embracing yoga's disciplines, individuals embark on a transformative journey that goes beyond physical flexibility, delving into the essence of conscious living and self-awareness(Puerto Valencia et al., 2019).

1.2 The need of the Study

The need for this study arises within the context of the banking industry, where the challenges of occupational stress and burnout have become increasingly prevalent. The banking sector is characterized by its demanding nature, encompassing high workloads, tight deadlines, client pressures, and technological advancements. These factors contribute to the escalation of stress and burnout among bank employees, affecting not only their personal well-being but also the overall efficiency and performance of the sector. The study's significance lies in its potential to address these pressing issues through the application of Yoga Therapy. By investigating the impacts of Yoga Therapy on occupational stress, burnout, and well-being among bank employees, the study aims to provide valuable insights into the efficacy of holistic interventions that can alleviate the adverse effects of stress and burnout. The research outcome could inform

the development of tailored strategies and wellness programs within the banking industry, enhancing the mental, emotional, and physical health of employees while promoting a sustainable and thriving work environment.

1.3 Significance of the research work

The significance of this research work lies in its multifaceted contributions to both academia and the practical realms of the banking industry. Firstly, the study addresses a pressing issue that is affecting bank employees worldwide – occupational stress and burnout. By exploring the impacts of Yoga Therapy on these factors, the research holds the potential to offer evidence-based insights into the effectiveness of holistic interventions, thereby contributing to the growing body of knowledge in the field of stress management and well-being(Kuvalayananda S & Vinekar S.L, 1994).

Furthermore, the significance of this study extends to the banking sector itself. With the banking industry known for its high-pressure environment and its pivotal role in economic stability, employee well-being becomes paramount. The research outcomes could inform the industry's efforts to implement targeted interventions that enhance employee health, job satisfaction, and overall performance. Such interventions can lead to reduced turnover rates, improved customer service, and heightened employee morale – factors that ultimately contribute to the sector's sustained success.

Ultimately, this research holds the promise of shaping future practices and policies within the banking industry, aligning them with the evolving understanding of employee well-being and stress management. By investigating the specific impacts of Yoga Therapy on occupational stress, burnout, and well-being, this study aims to provide practical insights that can potentially revolutionize the approach to employee welfare within the banking sector, fostering healthier work environments and contributing to the long-term prosperity of both individuals and the industry as a whole.

1.4 The Scope of the Study

The scope of this research work holds substantial benefits for the banking industry workforce, encompassing various dimensions that directly impact employee well-being, job performance, and overall organizational success:

Stress Management Strategies: The research delves into the efficacy of Yoga Therapy as a stress management tool. The findings can provide the banking industry with evidence-based strategies to effectively mitigate occupational stress, enhancing employees' ability to cope with demanding workloads and pressure.

Burnout Prevention: The study explores how Yoga Therapy can prevent burnout, a pervasive concern in the banking sector. By understanding how yoga practices contribute to emotional resilience and overall well-being, the industry can implement preventive measures to combat employee burnout.

Enhanced Employee Well-Being: The research investigates the positive impacts of Yoga Therapy on subjective well-being. This insight can guide the banking sector in developing comprehensive wellness programs that promote mental, emotional, and physical health among employees.

Reduced Turnover Rates: As the study examines factors that contribute to job satisfaction and reduced burnout, the banking industry can expect to observe lower turnover rates. Improved employee satisfaction and well-being lead to higher retention and a more skilled, engaged workforce.

Performance Enhancement: Yoga Therapy's potential to enhance cognitive function and emotional regulation can directly impact employees' job performance. The banking industry can harness these benefits to bolster decision-making abilities, customer interactions, and overall productivity.

Positive Work Culture: Implementing Yoga Therapy interventions can foster a positive work culture that prioritizes employee welfare. This shift can lead to improved relationships among colleagues, increased job satisfaction, and higher levels of employee engagement.

Holistic Approach to Well-Being: The research explores holistic approaches to well-being that align with the banking industry's evolving understanding of the interconnectedness of physical and mental health. This aligns with contemporary workplace trends that value employee health on multiple levels.

Industry Competitiveness: Organizations that prioritize employee well-being and stress management can position themselves as attractive employers within the competitive banking industry. This can help in attracting and retaining top talent.

Long-Term Sustainability: By implementing the insights gained from the research, the banking sector can establish practices that ensure the long-term well-being of its workforce, leading to sustainable growth, increased resilience, and reduced vulnerability to economic fluctuations.

In conclusion, the scope of this research work extends to empowering the banking industry with actionable insights that can profoundly benefit its workforce. The potential outcomes – from stress reduction and burnout prevention to improved well-being and enhanced job performance – can pave the way for a healthier, more engaged, and thriving workforce that contributes to the overall success and sustainability of the banking sector.

1.5 CHAPTERSIATION

Chapter 1: Introduction

This chapter lays the foundation for the research by highlighting the significance of the study on the impacts of Yoga Therapy for occupational stress, burnout, and well-being among bank employees. It outlines the need for addressing the growing issues of stress and burnout within the banking sector, emphasizing the relevance of implementing holistic interventions like Yoga Therapy to improve employee well-being and performance.

Chapter 2:

Concepts of Yoga Therapy, Occupational Stress, Burnout, and Subjective Well-being

In this chapter, the fundamental concepts of Yoga Therapy for occupational stress, burnout, and well-being are elucidated. It delves into the theoretical underpinnings of how Yoga Therapy can

alleviate stress, prevent burnout, and enhance overall well-being. The chapter provides a concise overview of the various yogic practices and principles that will be applied in the study.

Chapter 3: **Literature Review**

This chapter delves into the existing body of research and literature related to the impacts of Yoga Therapy on occupational stress, burnout, and well-being. It discusses the importance of reviewing relevant literature to contextualize the study, identify gaps, and establish the significance of the research problem. This comprehensive review informs the study's approach and justifies its contribution to the field.

Chapter 4: **Research Methodology**

Chapter 4 outlines the research methodology employed in the study. It details the study design, including whether it's experimental or observational, and provides insights into the sampling technique used to select participants. The chapter explains the materials and methods involved in administering the Yoga Therapy intervention and collecting data. Additionally, it sheds light on the participant characteristics and criteria that were considered during the recruitment process.

Chapter 5: Results and Statistical Analysis

This chapter presents the findings of the study based on the collected data. It provides a thorough analysis of the results, utilizing various statistical tools to interpret the data and draw meaningful conclusions. The chapter showcases the quantitative outcomes of the Yoga Therapy intervention on occupational stress, burnout, and well-being among bank employees.

Chapter 6: Discussion and Summary

In Chapter 6, the results presented in the previous chapter are discussed in detail. The focus is on interpreting the outcomes in the context of existing literature and theoretical frameworks. The chapter explores the relationships between different variables, offering insights into how the Yoga Therapy intervention impacts the studied factors. A comprehensive summary of the study's findings concludes the chapter.

Chapter 7: Conclusion

The concluding chapter provides a synthesis of the study's findings, discussions, and implications. It revisits the research objectives and reflects on how well they were achieved. It concludes that, Yoga therapy helps to reduce the occupational stress, burnout among bank employees. It helps to enhance the experience of Subjective well-being of the bank employees. Yoga therapy contributes for workforce wellness among bank employees

Appendix

The appendix includes supplementary materials that support the study, such as detailed information about the scales used for data collection, the Yoga Therapy intervention protocol, consent forms, and any additional data tables or graphs that enhance the reader's understanding of the research process and outcomes.

Chapter -2

YOGA THERAPY FOR OCCUPATIONAL STRESS, BURNOUT AND SUBJECTIVE WELL BEING

Yoga is one of the most ancient psychosomatic trainings known to the mankind. The principles and practices of yoga are rich for the promotion and preservation of positive physical and mental health. The preventive, curative and promotive aspects of yoga are applied in the form yoga therapy as natural healthcare measures for the effective stress management in the workplace. This is of great help to bring the homeostasis of the workforce to enhance the productivity of the workforce. On site yoga training sessions have been helpful to prevent the job burnout and to increase the subjective well-being of the participants.

Evidence based practice in the field of Yoga research contributes to reveal its health benefits. It is a great opportunity to support the global health care system as sustainable module of the therapy.

According to International Labour Organization (ILO) 1986 it is recognized world-wide as major challenge to individual mental and physical health, and organizational health. Job stress is a pattern of reactions that occurs when an employee presented with work demands that are not matched to their knowledge, skills or abilities and which challenges their ability to cope.

Subjective Wellbeing is an important component of positive mental health. There is little empirical evidence on the relationship between employees' SWB and performance at the level of the workplace. Yoga at Workplace is great opportunity to enhance the subjective wellbeing of the workforce.

Chapter -3

LITERATURE REVIEW

Hans Selye (1978) a pioneering Hungarian-Canadian endocrinologist in his classical book "The stress of life" explained the theory of general adaptive syndrome. This was an attempt find the roots for the discovery of the stress, being physiologist he enumerated the dissection of the stress through variety of the symptoms found on psychological and physiological dimensions of the human beings. The book also describes the concepts on the disease of adaptation due to chronic stressful conditions of the life. Further, a light on implications and applications of the knowledge to understand the management is provided to understand the psychosomatic connections.

T.R. Rajeshwari (1992) conducted a study to find the stress stimulus of bank employees in which it is found that there are various factors of stressors such as physical working conditions, organizational policy, structure, process. The study revealed that structural rigidity; poor physical working conditions are the few factors to be powerful stressors.

Lawrence R. Murphy (1996), Conducted a study for A Critical Review of the Health Effects of Stress Management in Work Settings. A variety of stress-management techniques was used in worksite studies, including muscle relaxation, meditation, biofeedback, cognitive-behavioral skills, and combinations of these techniques. The most common techniques used were muscle relaxation, cognitive behavioral skills, and combinations of two or more techniques. Outcome measures to evaluate the success of stress interventions included physiologic and psychological measurements, somatic complaints and job-related measures. The study revealed that, the large number of different stress-management techniques coupled with the wide range of health outcome measures used in stress intervention studies makes it difficult to draw firm conclusions about the efficacy of each technique and each outcome.

Pradeep, Rajitha K (2016) Conducted a research study Stress management of women managers a comparative study of public sector and private sector banks in Kerala. The study focused on stressors, the impact of stress, coping styles of stress, and Studies on different sectors including banks. Their findings revealed that Stress Management is getting more and more consideration

now- a-days, particularly in the financial sectors and they revealed that Occupational stress is considered as harmful to the work environment.

I K Taimini(1961) in his work on the Science of Yoga, a book on Patanjala Yoga Sutras of sage Patanjali explains the beautiful concepts of yoga . It is classical text on the principles and practices of Yoga. The psychology of yoga explains on the concept stress in terms of its causes and effects as well as the means to attain the mental peace. According to Yoga Chitta Vikshepa is the stressful situation which is resulting from nine obstacles and has four different consequences affect the physical and mental health of the of the person experiencing the stress. Chitta Prasadana is the state of the harmony which is obviously the experience of equilibrium in terms internal environment of the mind and body

Swami Satyananda Saraswati (1976) in his scientific studies on yoga nidra book showed that, the deep relaxation techniques of Yoga such as shavasana and yoga nidra are of great help to influence the healthy lipid profile and prevention on of hypertension, insomnia and many other psychosomatic diseases which are developed on account of constant exposure to the chronic stressors for long time. The book explains in the art and science of physical, mental, and emotional relaxation to bring the psycho physiological rejuvenation of mind and body along with effective stress management. The technique also improves the cognitive capacities like memory, attention and concentration to enhance the productivity of the workforce in the organization.

Swami Muktibodhananda (1985) in his classical text book Hatha Yoga Pradipika explains the various benefits of the practice of different techniques in yoga. Asana, the first limb of hatha yoga brings the steadiness of body and mind, psychosomatic health and flexibility of the limbs. This is state of the body to maintain the equilibrium condition in psycho physiological- neuro muscular and glandular mechanisms. Such a balance is an important aspect of homeostasis.

Dr. M M Gore (2005), explained the efficient mechanisms of yoga practices to maintain the homeostasis condition which is an important process of the body to keep the internal environment relatively in constant condition. Homeostasis is continuously disturbed by most of the stressors which creates an imbalance in the internal environment

Peter H. Canter (2003) carried a research work to understand the therapeutic effects of meditation. The study showed certain physiological effects such as a slowed heart rate or a

particular electroencephalographic pattern occur during meditation and characterize a "relaxed state" may give insight into how meditation works. The technique of mantra chanting in meditation induces a deep sense of calmness as well as a predominant activity of parasympathetic nervous system.

Chapter -4

METHODOLOGY

An ethical clearance from the Institutional Ethics Committee of Mangalore University was approved for the Research Work Title, "Impacts of Yoga Therapy for the Occupational Stress, Burnout and Well-being among Bank Employees."

Aim

To study the Impacts of yoga therapy for the occupational stress, burnout and well-being among bank employees.

Objectives

- To assess the impacts of higher stress level of the workforce in the banking industry using various parameters.
- To assess the occupational stress, burnout and well-being of the workforces in the banking industry before and after the yogic interventions.
- To find out the effect of yoga therapy for the occupational stress, burnout and well-being of the bank employees.
- To explore an opportunity to introduce yoga as workforce wellness programme.

Hypothesis:

It was Hypothesized that,

Yoga therapy will help to reduce or to overcome the occupational stress, burnout and to improve well-being among bank employees. The null hypothesis was constructed as follows.

Null hypothesis: There will not be any changes in pre and post intervention of yoga therapy for occupational stress, burnout and well-being among bank employees.

Participants

Participants for the research work were chosen using the simple random sampling technique. The sample population was from bank in Dharwad city The participants were the regular employees of the banks. The total sample size will be n=60

Design of the study

The research work was designed into two groups. One was the experimental group (n=30) and the other was control group 30). The pre- test and post tests are conducted for both the groups of the research programme.

Intervention

The experimental group was subjected to intervention of the yogic practices approved from the research guide and the committee. A validated tool on the yoga protocol will be employed as an intervention method. This tool is based on the selection and the sequencing of different yogic practices from the groups of Yogasanas, pranayama, meditation and relaxation techniques.

Inclusions:

Age range between 25-55 Years.

Regular bank employees with minimum of three years of work experience.

Subjects who are willing to undergo the training at least for three months.

Exclusions

Subjects in different trimesters of the pregnancy

Subjects with less than three years of work experience.

Subjects under medication for mental health.

Assessments

The assessments of the efficacy of the yoga practices on various parameters of the study are carried using the data collection tools and techniques. These assessments will be carried using the following parameters of qualitative and quantitative measures

1. Perceived Stress Scale- Stress
2. The International Physical Activity Questionnaires (IPAQ)
3. The Beck Depression Inventory (BDI)
4. The State-Trait Anxiety Inventory (STAI)
5. Freiburg Mindfulness Inventory – FMI
6. Maslach Burnout Inventory (MBI)
7. Pittsburgh Sleep Quality Index (PSQI)
8. Diener subjective well-being scale (PWB)- SPANE -Positive thinking
9. Positive Thinking Scale (PTS)

A detailed case history of the participants was collected prior to the study.

Data Collection and Analysis.

In the beginning of the training respondents were contacted personally and the information about the research study was shared. The responses for all the scales were obtained along with informed consent from all the all participants.

The collected data from the sample population were scrutinized, coded, scored and then raw scores transformed into standard scores.

The responses given by the respondents were carefully scrutinized for wrong marking, omissions and commissions. Only those answer sheets which were complete in all respects were retained for further study and the others were rejected from the study.

Analysis of the results was carried on descriptive statistics, t- test, student paired t-test Independent sampling test and multiple recession analysis using statistical tools of SPSS with help of the statistician and the dissemination of the research findings have been recorded for the preparation the thesis and few articles are processed for the publication in the research journals.

Chapter -5

RESULTS

The results of the following scales are recorded as follows

1. Perceived Stress Scale(PSS)
2. Positive Thinking Scale (PTS)
3. The State-Trait Anxiety Inventory (STAI)
4. Freiburg Mindfulness Inventory – FMI
5. The Beck Depression Inventory (BDI)
6. Maslach Burnout Inventory (MBI)
7. The International Physical Activity Questionnaires (IPAQ)
8. Pittsburgh Sleep Quality Index (PSQI)
9. Diener subjective well-being scale (PWB)- SPANE -

1. Perceived Stress Scale(PSS)

Paired Samples Test									
		Mean	Std. Deviation	Std. Error Mean	Lower	Upper	t	df	P Value
Experimental Group	Pre_Score - Post_Score	2.83333	1.85850	0.33931	2.13936	3.52731	8.350	29	<0.001
Control Group	Pre_Score - Post_Score	-0.067	1.617	0.295	-0.671	0.537	-0.226	29	0.823

Group Statistics					
Groups		N	Mean	Std. Deviation	Std. Error Mean
Pre Score	Experimental Group	30	15.2333	5.43097	0.99155
	Control Group	30	16.1667	3.84244	0.70153
Post Score	Experimental Group	30	12.4000	3.80200	0.69415
	Control Group	30	16.2333	3.39049	0.61902

Independent Samples Test										
		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Pre-Score	Equal variances assumed	1.090	0.301	-0.768	58	0.445	-0.93333	1.21463	-3.36468	1.49801
	Equal variances not assumed			-0.768	52.216	0.446	-0.93333	1.21463	-3.37043	1.50376
Post-Score	Equal variances assumed	0.077	0.783	-4.122	58	0.000	-3.83333	0.93006	-5.69506	-1.97161
	Equal variances not assumed			-4.122	57.255	0.000	-3.83333	0.93006	-5.69557	-1.97109

2. Positive Thinking Scale (PTS)

Paired Samples Test									
		Paired Differences					t	df	P Value
		Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
					Lower	Upper			
Experimental Group	Pre_Score - Post_Score	-2.00000	2.18143	0.39827	-2.81456	-1.18544	-5.022	29	<0.001
Control Group	Pre_Score - Post_Score	-0.100	0.607	0.111	-0.327	0.127	-0.902	29	0.375

Group Statistics					
Groups		N	Mean	Std. Deviation	Std. Error Mean
Pre_Score	Experimental Group	30	16.0333	2.83431	0.51747
	Control Group	30	16.1333	2.43159	0.44395
Post_Score	Experimental Group	30	18.0333	1.58622	0.28960
	Control Group	30	16.2333	2.38795	0.43598

Independent Samples Test										
		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Pre_Score	Equal variances assumed	0.146	0.704	-0.147	58	0.884	-0.10000	0.68181	-1.46479	1.26479
	Equal variances not assumed			-0.147	56.689	0.884	-0.10000	0.68181	-1.46546	1.26546
Post_Score	Equal variances assumed	2.529	0.117	3.439	58	0.001	1.80000	0.52340	0.75230	2.84770
	Equal variances not assumed			3.439	50.421	0.001	1.80000	0.52340	0.74894	2.85106

3. The State-Trait Anxiety Inventory (STAI)

4. Paired Samples Test

		Paired Differences					t	df	P Value
		Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
					Lower	Upper			
Experimental Group	Pre_score Post_score	5.633	6.278	1.146	3.289	7.978	4.915	29	<0.001
Control Group	Pre_score Post_score	0.867	1.306	0.238	0.379	1.354	3.635	29	0.001

Group Statistics

Groups		N	Mean	Std. Deviation	Std. Error Mean
Pre_Score	Experimental Group	30	40.67	10.107	1.845
	Control Group	30	41.43	3.803	0.694
Post_Score	Experimental Group	30	35.03	6.631	1.211
	Control Group	30	40.57	3.821	0.698

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Pre_Score	Equal variances assumed	18.299	0.000	-0.389	58	0.699	-0.767	1.972	-4.713	3.180
	Equal variances not assumed			-0.389	37.049	0.700	-0.767	1.972	-4.761	3.228
Post_Score	Equal variances assumed	12.316	0.001	-3.960	58	0.000	-5.533	1.397	-8.330	-2.737
	Equal variances not assumed			-3.960	46.347	0.000	-5.533	1.397	-8.345	-2.722

4. Freiburg Mindfulness Inventory – FMI

Paired Samples Test

		Paired Differences					t	df	P Value
		Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
					Lower	Upper			
Experimental Group	Pre_score - Post_score	-3.433	2.837	0.518	-4.493	-2.374	-6.629	29	<0.001
Control group	Pre_score - Post_score	0.200	1.518	0.277	-0.367	0.767	0.722	29	0.476

Group Statistics

Groups		N	Mean	Std. Deviation	Std. Error Mean
Pre_score	Experimental Group	30	41.2667	4.44843	0.81217
	Control Group	30	41.4333	3.80275	0.69428
Post_score	Experimental Group	30	44.7000	3.30256	0.60296
	Control Group	30	41.2333	4.09948	0.74846

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Pre_score	Equal variances assumed	1.616	0.209	-0.156	58	0.877	-0.16667	1.06848	-2.30546	1.97213
	Equal variances not assumed			-0.156	56.630	0.877	-0.16667	1.06848	-2.30656	1.97323
Post_score	Equal variances assumed	1.412	0.240	3.607	58	0.001	3.46667	0.96112	1.54277	5.39056
	Equal variances not assumed			3.607	55.486	0.001	3.46667	0.96112	1.54092	5.39242

5. The Beck Depression Inventory (BDI)

Paired Samples Test

		Paired Differences					t	df	P Value
		Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
					Lower	Upper			
Experimental Group	Pre_score - Post_score	2.800	2.821	0.515	1.747	3.853	5.436	29	<0.001
Control Group	Pre_score - Post_score	0.467	0.629	0.115	0.232	0.701	4.065	29	0.000

Group Statistics

Groups		N	Mean	Std. Deviation	Std. Error Mean
Pre_score	Experimental Group	30	8.13	7.328	1.338
	Control Group	30	7.43	5.624	1.027
Post_score	Experimental Group	30	5.33	4.737	0.865
	Control Group	30	6.97	5.189	0.947

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Pre_score	Equal variances assumed	3.228	0.078	0.415	58	0.680	0.700	1.687	-2.676	4.076
	Equal variances not assumed			0.415	54.363	0.680	0.700	1.687	-2.681	4.081
Post_score	Equal variances assumed	0.377	0.542	-1.273	58	0.208	-1.633	1.283	-4.201	0.934
	Equal variances not assumed			-1.273	57.523	0.208	-1.633	1.283	-4.202	0.935

6. Maslach Burnout Inventory (MBI)

Multivariate Tests[a] Experimental Group						
Effect		Value	F	Hypothesis df	Error df	Sig.
Intercept	Pillai's Trace	0.989	1628.579[b]	3.000	56.000	0.000
	Wilks' Lambda	0.011	1628.579[b]	3.000	56.000	0.000
	Hotelling's Trace	87.245	1628.579[b]	3.000	56.000	0.000
	Roy's Largest Root	87.245	1628.579[b]	3.000	56.000	0.000
Readings Pre and Post	Pillai's Trace	0.334	9.381[b]	3.000	56.000	0.000
	Wilks' Lambda	0.666	9.381[b]	3.000	56.000	0.000
	Hotelling's Trace	0.503	9.381[b]	3.000	56.000	0.000
	Roy's Largest Root	0.503	9.381[b]	3.000	56.000	0.000

Multivariate Tests[a] Control Group						
Effect		Value	F	Hypothesis df	Error df	Sig.
Intercept	Pillai's Trace	0.991	2172.761[b]	3.000	56.000	0.000
	Wilks' Lambda	0.009	2172.761[b]	3.000	56.000	0.000
	Hotelling's Trace	116.398	2172.761[b]	3.000	56.000	0.000
	Roy's Largest Root	116.398	2172.761[b]	3.000	56.000	0.000
Readings Pre and Post	Pillai's Trace	0.053	1.052[b]	3.000	56.000	0.377
	Wilks' Lambda	0.947	1.052[b]	3.000	56.000	0.377
	Hotelling's Trace	0.056	1.052[b]	3.000	56.000	0.377
	Roy's Largest Root	0.056	1.052[b]	3.000	56.000	0.377

7. The International Physical Activity Questionnaire. (IPAQ)

Paired Samples Test

		Paired Differences					t	df	P Value
		Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
					Lower	Upper			
Experimental Group	Pre_score - Post_score	-590.683	30.915	5.644	-602.227	-579.140	-104.652	29	<0.001
Control Group	Pre_score - Post_score	-45.900	218.038	39.808	-127.317	35.517	-1.153	29	0.258

Group Statistics

Groups		N	Mean	Std. Deviation	Std. Error Mean
Pre_score	Experimental	30	1531.18	668.512	122.053
	Control	30	1534.52	666.385	121.665
Post_score	Experimental	30	2121.87	658.235	120.177
	Control	30	1580.42	665.444	121.493

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Pre_score	Equal variances assumed	0.001	0.970	-0.019	58	0.985	-3.333	172.335	-348.299	341.632
	Equal variances not assumed			-0.019	57.999	0.985	-3.333	172.335	-348.299	341.632
Post_score	Equal variances assumed	0.001	0.981	3.168	58	0.002	541.450	170.889	199.379	883.521
	Equal variances not assumed			3.168	57.993	0.002	541.450	170.889	199.378	883.522

8. Pittsburgh Sleep Quality Index (PSQI)

Paired Samples Test

		Paired Differences					t	df	P Value
		Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
					Lower	Upper			
Experimental Group	Pre_score - Post_score	1.067	1.388	0.253	0.548	1.585	4.209	29	<0.001
Control Group	Pre_score - Post_score	0.100	0.305	0.056	-0.014	0.214	1.795	29	0.083

Group Statistics

Groups		N	Mean	Std. Deviation	Std. Error Mean
Pre_scoe	Experimental	30	4.87	3.115	0.569
	Control	30	4.97	2.512	0.459
Post_score	Experimental	30	3.80	1.846	0.337
	Control	30	4.87	2.345	0.428

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Pre_scoe	Equal variances assumed	0.782	0.380	-0.137	58	0.892	-0.100	0.731	-1.563	1.363
	Equal variances not assumed			-0.137	55.503	0.892	-0.100	0.731	-1.564	1.364
Post_score	Equal variances assumed	3.242	0.077	-1.958	58	0.055	-1.067	0.545	-2.157	0.024
	Equal variances not assumed			-1.958	54.967	0.055	-1.067	0.545	-2.159	0.025

9. Diener Subjective Well-being scale (PWB)- SPANE

Paired Samples Test									
		Paired Differences					t	df	P Value
		Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
					Lower	Upper			
Experimental Group	PrePositive - PostPositive	-1.900	0.845	0.154	-2.215	-1.585	-12.318	29	<0.001
Control Group	PrePositive - PostPositive	-0.0667	0.3651	0.0667	-0.2030	0.0697	-1.000	29	0.326
Experimental Group	PreNegative - PostNegative	1.067	0.980	0.179	0.701	1.433	5.960	29	<0.001
Control Group	PreNegative - PostNegative	-0.1000	0.8030	0.1466	-0.3998	0.1998	-0.682	29	0.501
Experimental Group	Pre_B - Post_B	-2.967	1.586	0.290	-3.559	-2.374	-10.244	29	<0.001
Control Group	Pre_B - Post_B	0.0333	1.0334	0.1887	-0.3525	0.4192	0.177	29	0.861

Group Statistics					
Groups		N	Mean	Std. Deviation	Std. Error Mean
PrePositive	Experimental_group	30	22.8000	2.18774	0.39942
	Control_group	30	22.9333	1.99885	0.36494
PostPositive	Experimental_group	30	24.7000	1.74494	0.31858
	Control_group	30	23.0000	1.92980	0.35233
PreNegative	Experimental_group	30	11.5333	4.04060	0.73771
	Control_group	30	11.0333	3.34750	0.61117
PostNegative	Experimental_group	30	10.4667	3.27723	0.59834
	Control_group	30	11.1333	3.32942	0.60787
Pre_B	Experimental_group	30	11.2667	5.57045	1.01702
	Control_group	30	11.9000	4.55124	0.83094
Post_B	Experimental_group	30	14.2333	4.27247	0.78004
	Control_group	30	11.8667	4.40010	0.80335

Independent Samples Test										
		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
PrePositive	Equal variances assumed	0.294	0.590	-0.246	58	0.806	-0.13333	0.54104	-1.21634	0.94967
	Equal variances not assumed			-0.246	57.533	0.806	-0.13333	0.54104	-1.21652	0.94986
PostPositive	Equal variances assumed	0.023	0.880	3.579	58	0.001	1.70000	0.47501	0.74917	2.65083
	Equal variances not assumed			3.579	57.422	0.001	1.70000	0.47501	0.74897	2.65103
Pre Negative	Equal variances assumed	1.047	0.310	0.522	58	0.604	0.50000	0.95799	-1.41762	2.41762
	Equal variances not assumed			0.522	56.061	0.604	0.50000	0.95799	-1.41903	2.41903
Post Negative	Equal variances assumed	0.131	0.719	-0.782	58	0.438	-0.66667	0.85294	-2.37402	1.04068
	Equal variances not assumed			-0.782	57.986	0.438	-0.66667	0.85294	-2.37402	1.04069
Pre_B	Equal variances assumed	1.196	0.279	-0.482	58	0.631	-0.63333	1.31331	-3.26221	1.99555
	Equal variances not assumed			-0.482	55.783	0.632	-0.63333	1.31331	-3.26444	1.99777
Post_B	Equal variances assumed	0.081	0.776	2.114	58	0.039	2.36667	1.11975	0.12525	4.60808
	Equal variances not assumed			2.114	57.950	0.039	2.36667	1.11975	0.12521	4.60812

Chapter -6

DISCUSSION AND SUMMARY

Yoga is curative, preventive and promotive science of health. Modern researchers in Psychology have used Yogic techniques as research tools for studying cognition, learning, perception and motivation. (Rout1987) Maharshi Patanjali in his classical text of Yoga Sutras outlines the causes of mental distractions as Chitta Vikshepa and the serenity of the mind as Chitta prasadana. The principles and practices are very effective to enhance concentration

The regulation of Hypothalamic –Pituitary adrenal axis (HPA) is an effective mechanism of yoga therapy to combat the stress and to promote the positive health of the mind and body

The practice promotes the stable Autonomic Nervous System axis (ANS) with predominance of Parasympathetic nervous system . All these mechanisms bring the best possible homeostasis condition of the practitioner to prevent the disturbances of psycho –physiological and neruo muscular and glandular mechanisms.

Yoga is also effective for alleviating depression. The decreased depression may relate to the changes in brain waves and the decreased cortisol levels noted during yoga postures. Yoga sessions led to increased alpha waves activity.The study has reported enhanced mindfulness following yoga. Reductions in job stress and burnout is another significant contribution.Yoga also reduced sleep disturbances in experimental sample after 3months of yoga practice.in comparison with control group

The intervention of Yoga Practice at the workplace contributed for Health enhancing physical activity which has helped for the Weight loss in the experimental group. Yoga has been effective with participants who have mild to moderate hypertension. Self-acceptance and self-adjustments levels are enhanced by the subjects who were in the experimental group.

Literacy level and Language proficiency have been the limitations as some of the respondents found it difficult find the right meanings of the items in the scales.

Chapter -7

CONCLUSION

In conclusion, this study underscores the significant potential of yoga therapy as a holistic approach to addressing occupational stress, burnout, and overall well-being among bank employees. The findings highlight the effectiveness of structured yoga intervention in reducing occupational stress levels, alleviating burnout symptoms, and enhancing subjective well-being. Through practices such as asanas, pranayama, and meditation, participants reported improved coping mechanisms, increased energy levels, and a greater sense of calmness in stressful situations. Moreover, the positive impact of yoga therapy extended beyond individual well-being to foster a more positive and cohesive work environment, characterized by enhanced communication, teamwork, and job satisfaction. These results underscore the importance of integrating yoga therapy interventions into workplace wellness programs, offering organizations in the banking sector and beyond a valuable tool for promoting employee health, resilience, and productivity. Overall, this study contributes valuable insights into the potential benefits of yoga therapy in enhancing both individual and organizational well-being in high-stress work environments.

From the observations and detailed discussion of the present study the following conclusions are concluded.

- Yoga therapy helps to reduce the occupational stress, burnout among bank employees.
- It helps to enhance the experience of Subjective well-being of the bank employees.
- Yoga therapy contributes for workforce wellness among bank employees
- Study will explore an opportunity to introduce yoga as workforce wellness programme.

7.2 Limitations of the Study

However, while this study sheds light on the promising benefits of yoga therapy, it is not without limitations. One of the limitations of this study relates to language and literacy barriers among participants. Given that the study was conducted in a specific region, there may have been individuals with varying levels of proficiency in the language used for data collection and

intervention materials. This could have impacted their comprehension of instructions, responses to survey questions, and participation experience with yoga practices.

Additionally, literacy levels may have influenced participants' ability to accurately complete self-reported measures of stress, burnout, and well-being. As a result, the findings may not fully capture the experiences of all participants, particularly those who faced challenges related to language and literacy.

7.3 Suggestions for further study

Moving forward, there are several avenues for further enhancing the scope and impact of this study. Firstly, future research endeavours could explore the long-term effects of yoga therapy interventions on occupational stress, burnout, and well-being among bank employees. By conducting follow-up assessments at extended intervals post-intervention, researchers can gain deeper insights into the sustainability of the observed benefits and potential for continued improvement over time.

Additionally, expanding the study to include a larger and more diverse sample population would enhance the generalizability of findings and allow for a more comprehensive understanding of the effectiveness of yoga therapy across different demographics and work settings.

Furthermore, incorporating objective measures such as physiological markers of stress and burnout alongside self-reported assessments could provide a more holistic evaluation of intervention outcomes.

Finally, Future research efforts could aim to address the limitations of language and literacy barriers by employing multilingual materials, providing additional support for participants with lower literacy levels.

By addressing these suggestions for improvement, future research endeavours can continue to advance our understanding of the role of yoga therapy in reducing occupational stress levels, alleviating burnout symptoms and promoting Subjective wellbeing of bank employees.

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List of Publications and Presentations

Part A: Conference and Seminar Presentations

1. On 24th May 2022 participated in the International Conference on Indian Traditional Yoga System-Theory and Practice which was organized in Gurukula Kangri University, Haridwar. In this Hybrid event, presented a paper entitled “The Assessment of Yoga Therapy On Quality of Sleep Using Pittsburgh Sleep Quality Index in Bank Employees"
2. From May 26 - 29, 2022 participated in 24th INCOFYRA at S-VYASA, Bengaluru and presented a paper entitled " Effects of Yoga Therapy on Occupational Stress Among Bank Employees-A Randomized Control Trial"
3. From 9-10th June 2022, Participated in National Seminar on Yoga organised by the Department of Human consciousness and Yogic Sciences, Mangalore University and presented a paper entitled "Impacts of Yoga Therapy on Mental Health Among Bank Employees-A Randomized Control Trial".

Part B: Research paper Publications

1. Published a research paper entitled. “The Role of Physical Activity on Mental Health: Exploring the Impact of Yoga Therapy on Bank Employees in JETIR June 2023, Volume 10, Issue 6 ISSN: 2349-5162

2. Published a research paper entitled “Study on the impacts of Yoga therapy on Body Mass Index for Subjective well-being of bank employees” in JETIR November 2023, Volume 10, Issue 11 ISSN-2349-5162